

**MINUTES OF THE  
TRANSITION COMMITTEE MEETING  
June 29, 2012**

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**MEMBERS PRESENT:** Ted Cushing, Thomas Rudolph, David Hintz, Brian Desmond, Margie Sorenson, Jeff Hoffman, Paul Spencer and Lisa Charbarneau.

**MEMBERS ABSENT:** None.

**OTHERS PRESENT:** Ken Kortenhof (Emergency Management Director); Tim Nerenz, Ph.D., (Oldenburg Group).

**CALL TO ORDER & ANNOUNCEMENTS**

Chairman Cushing called the meeting to order at 1:30 p.m. in the County Board Room of the Oneida County Courthouse. He noted that the meeting notice had been properly posted and mailed in accordance with the Wisconsin Open Meeting Law.

**APPROVE AGENDA**

Motion by Hintz, second by Rudolph to approve the amended agenda for the present meeting. Motion carried; all ayes.

**APPROVE MINUTES**

Motion by Rudolph, second by Hintz to approve the minutes of the May 30, 2012 meeting. Motion carried; all ayes.

**OLDENBURG GROUP WAGE STUDY**

Tim Nerenz, President of the Oldenburg Group talked to the committee about the Skill Based Pay Plan that was developed by the employees at the Rhinelander facility in 1999.

Nerenz explained that the goals were to recruit, retain, promote and develop a flexible work force; to empower employees to control their own wage with spill over effects on quality, schedule, costs and customer service; make learning a condition of employment; remove subjectivity and favoritism from the process; recognize and reward value added; and objective basis to pay new hires properly and avoid compression effects for older workers.

He continued by walking through an overview for a welding position. Nerenz said the pleasant side effects of this system are the training record; defense against any EEOC Claims; conversation changes from "What will you do for me" to "What can I do"; objective basis for evaluation and development plan; throughput tripled; and management as a coach not an adversary.

Nerenz offered if anyone wanted to tour the Rhinelander facility they should contact the Plant Manager and he would be happy to take anyone on a tour.

**TRANSITION COMMITTEE MEETING**

**May 30, 2012**

**Page 2**

**ADJOURNMENT**

Motion by Rudolph, second by Hintz to adjourn the meeting at 3:30 p.m. Motion carried; all ayes.

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Ted Cushing, Chairman

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Lisa Charbarneau, Committee Secretary